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## OFFICE OF THE INDEPENDENT BUDGET ANALYST REPORT

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**Date Issued:** July 9, 2008

**IBA Report Number:** 08-71

**City Council Docket Date:** July 15, 2008

**Item Number:** 335

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# Potential Charter Amendments on Mayor & Council Salary Setting

## OVERVIEW

On July 15, 2008 the City Council will be presented with two potential ballot measures, as directed by the Rules Committee during their discussion on May 28, 2008. These proposals would modify the current process by which salaries are set through a recommendation by a Salary Setting Commission and voted on by the City Council. Both proposals tie the Mayor and Council salaries to an outside benchmark and limit the authority the Council has to modify the resulting salaries. This report provides some examples of potential salaries that would be established if either of these ballot measures was approved by the voters.

## FISCAL/POLICY DISCUSSION

Under one proposal (the “Madaffer/Young proposal”), Council and Mayoral salaries would be tied to the salaries of Superior Court judges. The ordinance at Council specifies 75% for Council Members and 100% for the Mayor. As of FY 2008, Superior Court judges were paid \$178,789. 75% is equal to \$134,092. Should the Council wish to consider other percentages to establish as benchmarks the IBA provides the following table to illustrate the dollar amounts:

**Percent of FY 08 Judicial Salary**

5%	\$ 8,939	105%	\$187,728
10%	\$ 17,879	110%	\$196,668
15%	\$ 26,818	115%	\$205,607
20%	\$ 35,758	120%	\$214,547
25%	\$ 44,697	125%	\$223,486
30%	\$ 53,637	130%	\$232,426
35%	\$ 62,576	135%	\$241,365
40%	\$ 71,516	140%	\$250,305
45%	\$ 80,455	145%	\$259,244
50%	\$ 89,395	150%	\$268,184
55%	\$ 98,334	155%	\$277,123
60%	\$107,273	160%	\$286,062
65%	\$116,213	165%	\$295,002
70%	\$125,152	170%	\$303,941
<b>75%</b>	<b>\$134,092</b>	175%	\$312,881
80%	\$143,031	180%	\$321,820
85%	\$151,971	185%	\$330,760
90%	\$160,910	190%	\$339,699
95%	\$169,850	195%	\$348,639
<b>100%</b>	<b>\$178,789</b>	200%	\$357,578

The other proposal (the “Frye proposal”) includes a specified increase factor for two years (either 3% or 5%) and then matches subsequent increases to the judge’s enacted raises, not to exceed 5% per year. The IBA has illustrated the resulting salaries for the Mayor and City Council in the table below. In addition, we have provided the resulting salary for the City Attorney as that position has been included in the discussion of proposals at past hearings, as well. For purposes of projection, the IBA has used the average raise judges have received since FY 2000, which has been 3.9%.

	Mayor	Council	Attorney			Mayor	Council	Attorney
Base	\$ 100,464	\$ 75,386	\$ 193,648		Base	\$ 100,464	\$ 75,386	\$ 193,648
<b>Year 1 - 3%</b>	\$ 103,478	\$ 77,648	\$ 199,457		<b>Year 1 - 5%</b>	\$ 105,487	\$ 79,155	\$ 203,330
<b>Year 2 - 3%</b>	\$ 106,582	\$ 79,977	\$ 205,441		<b>Year 2 - 5%</b>	\$ 110,762	\$ 83,113	\$ 213,497
<b>All Future Annual Increases - 3.9%</b>								
Year 3	\$ 110,739	\$ 83,096	\$ 213,453		Year 3	\$ 115,081	\$ 86,354	\$ 221,823
Year 4	\$ 115,058	\$ 86,337	\$ 221,778		Year 4	\$ 119,569	\$ 89,722	\$ 230,474
Year 5	\$ 119,545	\$ 89,704	\$ 230,427		Year 5	\$ 124,233	\$ 93,221	\$ 239,463
Year 6	\$ 124,207	\$ 93,202	\$ 239,414		Year 6	\$ 129,078	\$ 96,857	\$ 248,802
Year 7	\$ 129,051	\$ 96,837	\$ 248,751		Year 7	\$ 134,112	\$ 100,635	\$ 258,505
Year 8	\$ 134,084	\$ 100,614	\$ 258,453		Year 8	\$ 139,342	\$ 104,559	\$ 268,587
Year 9	\$ 139,314	\$ 104,538	\$ 268,532		Year 9	\$ 144,776	\$ 108,637	\$ 279,062
Year 10	\$ 144,747	\$ 108,615	\$ 279,005		Year 10	\$ 150,423	\$ 112,874	\$ 289,945
Year 11	\$ 150,392	\$ 112,851	\$ 289,886		Year 11	\$ 156,289	\$ 117,276	\$ 301,253
Year 12	\$ 156,257	\$ 117,252	\$ 301,192		Year 12	\$ 162,384	\$ 121,850	\$ 313,002

## CONCLUSION

The IBA provides the foregoing as context for the discussion of the City of San Diego's salary setting process. These tables are intended to provide data that would illustrate the salaries as established under the proposals before the City Council, as well as other potential scenarios.

**[SIGNED]**

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